Management lessons in the Ramayana

By Dr. Satyabrata Dash

The First Epic- Adikavya

- Adikavya is the Sanskrit name for the epic Ramayana, which is considered the first epic in Indian literary tradition:
  - **Adikavya:** The Sanskrit compound word Adikavya is made up of the terms ādi and kāvya, which mean "the first poem".
  - **Valmiki:** Valmiki is considered the first poet, or Adikavi, and is credited with composing Ramayana.
  - **Content:** Ramayana was originally written with 6,000 verses, but now has 24,000. It tells the story of Lord Rama.
  - **Oral tradition:** The Ramayana was made accessible to the masses in rural India through oral exposition. Valmiki trained Lava and Kusa to be the first expounders of the epic.
  - **Influence:** Valmiki is considered a path maker for poetic expression and inspired many classical poets. His influence can be seen in Sanskrit literature, including poems, plays, and Kavyas.

Maharishi Valmiki - The Transformation into Adikavi

- Ratnakara by his parents. It is said that when Ratnakara was found by a hunter who adopted and raised him. Under his foster father's guidance, Ratnakara also grew up to become an accomplished hunter.
- When Ratnakara reached marriageable age, he was married to a girl from the hunter's family. With time, Ratnakara's family also increased in number and he became a father to many children. The expansion of his family meant it became difficult for hunter Ratnakara to make ends meet. As a result, out of desperation, he took to robbery and began looting travelers who passed by his area.
- **The transformation**
  - One day, sage Narada was passing by the forest where Ratnakara lived. Sensing a good opportunity, Ratnakara attacked Narada intending to rob him. However, Narada remained calm. This surprised Ratnakara, who was used to the sight of people tremble in fear at the very mention of his name.
  - Narada questioned Ratnakara as to why he was committing the sin of robbing others. And, Ratnakara replied, "To feed my family."
  - To this, Narada said, "Ratnakara, go and ask your family if they will also share the sins you are committing to take care of them.“
  - Ratnakara returned to his family and asked every member if they were willing to share his sins. No one was ready or willing to share the burden of Ratnakara's sins.
  - Heartbroken at his family's response, Ratnakara returned to Narada and asked him the path to salvation. To which Narada asked him to chant the name of Lord Rama. Ratnakara tried, he couldn't pronounce Rama. So, Narada asked Ratnakara to pronounce 'Rama' backward as 'Mara'.
  - While Ratnakara was sitting still and meditating for years, ants covered his body with mud to build their nest. And, when Lord Brahma appeared to bless him, he saw Ratnakara covered by the anthill or 'Valmika' and gave him the name Valmiki.
- Sage Narada told Valmiki that Rama was a virtuous person who was feared by the gods, had a controlled self, and was wise, eloquent, and glorious.
- Valmiki asked Narada about the characteristics of an ideal man, and Narada's answers are known as the Sankshepa Ramayana.

Valmiki's writing

- Valmiki wrote the Ramayana in 24,000 shlokas and six kaṇḍas. The *Ramayana* tells the story of a prince, Rama of the city of Ayodhya in the Kingdom of Kosala, whose wife Sita is abducted by Ravana, the demon-king of Lanka.
  1. **Bālakāṇḍa**: The book of youth, which describes Rama's birth and childhood
  2. **Ayodhyakāṇḍa**: The book of Ayodhya, which covers Rama's exile to the forest
  3. **Araṇyakāṇḍa**: The book of the forest, which details Rama's life in the forest with Sita and Lakshmana
  4. **Kiṣkindakāṇḍa**: The book of the monkey empire
  5. **Sundarākāṇḍa**: The book of beauty
  6. **Yuddhakāṇḍa**: The book of war

Lessons in Ethics from Ramayana

- The Power of Dharma
- Honesty and Loyalty
- The Significance of Truth
- Overcoming Challenges
- The Role of Sacrifice
- Respect for Elders
- Equality
- The Consequences of Ego
- The Importance of Friendship
- Self-Control
- Integrity
- Justice
- Responsibility
- Empathy
- Forgiveness and Compassion
- Kindness and Patience
- Family Values

Lessons in Leadership from Ramayana

- **Lead by example:** Rama led his army from the front, fighting alongside his allies and inspiring his team.
- **Have a clear vision:** Rama had a clear goal of rescuing his wife, Sita, from the demon king Ravana, and he laid out a plan to achieve it.
- **Delegate responsibilities:** Rama delegated responsibilities to his trusted allies based on their strengths and abilities.
- **Uphold integrity:** Rama was the epitome of integrity and righteousness, and he made decisions that were aligned with dharma (righteousness).
- **Plan for succession:** King Dasaratha planned to make Rama his Yuvraj, and Rama proved to be a great king.
- **Be compassionate:** Rama showed compassion in his interactions with everyone, including offering kind words to a squirrel that was being ridiculed by monkeys.
- **Be loyal:** Hanuman's loyalty is an inspirational example of being loyal and committed to a bigger leader or a common objective.
- **Take responsibility:** Rama accepted his exile to the forest as a fulfillment of his duty towards his father and his kingdom.

Governance in Ramayana

- **Righteousness and moral values:** The Ramayana emphasizes the importance of upholding righteousness and moral values in governance.
- **Inclusivity:** The Ramayana emphasizes the importance of inclusivity and well-being in governance.
- **Justice:** The Ramayana emphasizes the importance of justice and the rule of law.
- **Forgiveness, reconciliation, and conflict resolution:** The Ramayana emphasizes the value of forgiveness, reconciliation, and conflict resolution.
- **Dharmic kingship:** The Ramayana portrays kingship as a trust, where the king earns his wages by serving the people.
- **Parent-child relationship:** The Ramayana portrays a relationship between the king and the people as a parent-child relationship, where the people can meet with the monarch at any time.
- **Swift justice:** The Ramayana portrays a society where justice is swift and available to everyone, rich or poor.
- **Ethical leadership:** Lord Rama's actions and decisions demonstrate the value of ethical leadership, such as his willingness to forgive and his efforts to form alliances.
- **Good human values:** Rama was known for his good human qualities, such as being truthful, honest, loyal, and humble.
- **Good governance:** Rama is considered a model of good governance, and his governance was more about governance and less about government.
- **Nurturing business relations:** Sughriv is an example of a good manager who valued good relations with employees and clients.
- **Avoiding over commitment:** Dasaratha's over commitment serves as a caution against making unrealistic promises.
- **Transformational leaders:** Transformational leaders are courageous, take risks, and ensure their goals are achieved.
- **Risk management:** Corporate governance can be equated with risk management.

The various Relationships we find in Ramayana

- **Righteousness and moral values:** The Ramayana emphasizes the importance of upholding righteousness and moral values in governance.
- **Inclusivity:** The Ramayana emphasizes the importance of inclusivity and well-being in governance.
- **Justice:** The Ramayana emphasizes the importance of justice and the rule of law.
- **Forgiveness, reconciliation, and conflict resolution:** The Ramayana emphasizes the value of forgiveness, reconciliation, and conflict resolution.
- **Dharmic kingship:** The Ramayana portrays kingship as a trust, where the king earns his wages by serving the people.
- **Parent-child relationship:** The Ramayana portrays a relationship between the king and the people as a parent-child relationship, where the people can meet with the monarch at any time.
- **Swift justice:** The Ramayana portrays a society where justice is swift and available to everyone, rich or poor.

Strategic Alliance in Ramayana

Resource Management

- Never complain for things that we don't have , Utilise the things that we have at that moment.
- Eg; The Soldiers that Lord Rama's team was not enough for defeat Soldiers of Ravana.But he had made that true by utilizing things with best of that.And also. Bridge over the ocean was not possible with that much limited resources but it was done by ram and his team.

→ In corporate governance every resources should be optimally utilize with proper strategy without complaining for resources that cannot be arrange at that moment .

नाथ संभुधनु भंजनिहारा। होइहि केउ एक दास तुम्हारा॥
आयसु काह कहिअ किन मोही। सुनि रिसाइ बोले मुनि कोही॥

Emotional Intelligence

- When Royal (Self) Marriage Ceremony were organized and our Lord Rama had broken the bow of Lord Shiva.Maharishi Parshuram had come to ask very angrily. But,Lord Lakshman replied him politely with his social skill to save whole emperors of different country and states.

- In Corporate World it is not necessary that every people have same mind set so you can apply different skill of emotional intelligence to control the situation if it is against the environment.

को तुम्ह स्यामल गौर सरीरा। छत्री रूप फिरहु बन बीरा ॥
कठिन भूमि कोमल पद गामी। कवन हेतु बिचरहु बन स्वामी ॥

- In this picture Lord Hanuman met first time with Lord Rama and tried to get about there reason of arrival in Kishkindha.

- After getting all about, Lord Hanuman allowed them to meet with Apes King Sugriva.
- If any one meet you first time try to get about by deep dive.
- Without getting about the whole,never take any decision.

Take Initiative

- In whole Ramayana,only a single Lord Hanuman was there who believe that if we will try to start any work then after it will be done or help us to learn.
- Eg; He was motivated by Jamavanta and went to lanka and crossed cent long ocean.
- In corporate if employees start to take initiative and try to do delegated task then it will very easy to achieve any target on time.

- With Initiative,positive believe is also important so we should be positive and believe that there is a supreme means senior who is always with us and can ask if i shall do not properly.

Be Enthusiastic

- When Lord Hanuman moved towards lanka he had faced many obstacles like Surasha, Lankani and defeat them all because of enthusiasm to reach the final target that is get information of Lordess Sita.
- In the corporate or any field of work, first fix a particular target and do accordingly to achieve it with full of enthusiasm definitely we would be success. We would get power to eradicate obstacles/barriers in path of that also.

राम काजु **करि फिरि मैं** आवौं | **सीता** कइ सुधि प्रभुहि सुनावौं ||

1. A Good Manager or Leader Enables Real & Full Potential Of Employees

2. SWOT Analysis

3. Value Your Subordinates or Team & Encourage Constructive Feedback

Ramayana Events and Traits of Lord Rama and Sri Hanuman	Management Concepts and Principles
The determination and bravery of Lord Rama to accept all kinds of risks in order to protect the promise of his father, King Dasharatha.	Change Management
His mission was to defeat Ravana and his army and rescue Sita	Clarity in Vision
As against Ravana's powerful army, army of Rama was weak. Rama prepared and strengthens his army under his leadership	Believe and strengthen your abilities to achieve your objectives
Proper planning and strategy was prepared by Lord Rama to rescue Sita. A number of activities were taken like sending search parties including Shri Hanuman, building an overseas bridge and sending a direct challenge to Ravana for fight.	Planning to achieve objectives
Lord Rama took the help of vanara army of king Sugriva. He also taught them the fighting skills in war and also motivated them for the war mission.	Organizing resources

Ramayana Events and Traits of Lord Rama and Sri Hanuman	Management Concepts and Principles
Lord Rama divided the Vanara army into four groups to search Sita. One such group was headed by Jambavanta in which Shri Hanuman was a team player. Lord Rama directed all the groups to lead the march. The Jambavanta group succeeded in the mission and Shri Hanuman found Sita in Lanka.	Directing as per the plans and objectives
Lord Rama directed his army to build overseas bridge to Lanka to rescue Sita. It resulted into less life risk to the vanara army and it became easy to connect to Lanka and defeat Ravana	Management control, motivation, communication and risk management along with decision making
Lord Rama along with Lakshmana, Shri Hanuman and vanara army attacked Lankan army and defeated Ravana and rescued Sita.	Team spirit, team work and coordination
After reaching Lanka, Shri Hanuman did a complete analysis of Lanka to assess the Lankan's strengths, weaknesses and various threats and opportunities provided by Lankan army.	SWOT analysis

Ramayana Events and Traits of Lord Rama and Sri Hanuman	Management Concepts and Principles
Shri Hanuman was very strong physically as well as with his moral thoughts. The leader of his group, Jambvant motivated Hanuman to go Lanka and locate Sita. Hanauman took initiative and got ready for the challenge.	Motivation and Initiative
During his search operations, Hanuman might have killed Ravana because he had all the abilities to kill Ravana. But he chose to abide by the directions given by Lord Rama.	Abiding the rules and regulations as directed by management
On the first day of fight, Ravana was left weaponless by Rama, but he was allowed to return to his fortress because the code of conduct followed by Rama stipulated that an unarmed enemy not be attacked.	Following a code of conduct and ethics
Lord Rama interacted freely with the people of his kingdom. He developed good relations with people regardless of their status and treated everybody with politeness and respect.	Interaction and building harmonious relations
Lord Rama took Vibhishan under his protection. He then consulted with various army chiefs, some of whom disagreed with Rama. But Lord Rama removed their suspicions and got them ready to accept his decision.	Consultation with subordinates

Family is important

- Prince Ram was all set to be anointed the King soon, being the eldest of the four sons of the King of Ayodhya. Yet an otherwise loving step-mother Kaikeyi was unnecessarily instigated into obstructing the path to Ram's ascendance. But Lord Ram did not behave bitterly towards anyone, including the step-mother. He kept his father's promise which he could have easily side-stepped. Father's honour became a question of his own honour. This kind of bonding and positive attachment between members of the family can finally make all things come full circle

Be careful of temptations

- In exile, Ram, Sita, and Laxman were living a peaceful existence, in harmony with nature. When Lankan king Ravana arrived with his uncle Marich whom he asked to pose as a golden deer, that changed everything. Sita was completely charmed by the golden deer and asked Lord Ram to catch it for her to befriend. Lord Ram went after it and disaster struck soon after. The lesson here is to not run after sudden allurements, to value what you have instead of leaping into the unknown

Follow instructions, don't alter plans arbitrarily

- When Rama went after Maricha the Golden deer, he clearly instructed Laxman to watch over the wellbeing of Sita. He warned him to not leave Sita alone even for a moment, come what may. But soon Marich and Ravana played another card. The Golden deer was actually the demon Marich - uncle of Ravana - who as per the plan, screamed in Rama's voice "Save me Laxmana". Sita and Laxman heard that but Laxman was not ready to move. Sita cried and asked him to go save her husband. Laxman left but drew a Laxman Rekha - an electrification kind of line beyond which no one can go to her. Sita was told to not overstep that line for whatever the cause. Laxman left to know Rama's fate. Here Ravana, dressed as an old sage arrived and beckoned Sita to step across and give him charity. Sita felt compassion for the old man seeking alms. She stepped across the line and was abducted by the able Ravana.

Ram Setu showed even the smallest animal matters

- Shri Ram's bridge across the sea was built by monkeys and very little human effort. In fact, a squirrel is said to scurry to the construction with whatever amount of dust she could muster on her back. She added her two ounces of effort to the mammoth bridge. Ram is said to have been impressed and caressed her back - giving her the stripes.

Respect your enemy

- With Ravana's death at his hands imminent, Ram had no animosity left for him. The war was for the rescue of Sita - the wife of Rama - whom Ravana had abducted. Despite diplomatic approaches, Ravana had not relented and hence the war. In death, Ram honoured his enemy as another human. He was given a proper funeral. Ram had even asked Lamana to learn statecraft and spirituality from Ravana.